DOCUMENT RESUME

ED 133 033 JC 770 074

TITLE	Selected Characteristics of Full-Time Professional Staff: Community Colleges, Fall 1976.
INSTITUTION	Hawaii Univ., Honolulu. Community Coll. System.
REPORT NO	CC-IRP-97
PUB DATE	Jan 77
NOTE	39p.
EDRS PRICE	MF-$0.83 HC-$2.06 Plus Postage.
DESCRIPTORS	Administrative Personnel; Age; *College Faculty; Community Colleges; Degrees (Titles); Females; General Education; *Junior Colleges; Males; Personnel Data; Salary Differentials; *Teacher Characteristics; *Teacher Salaries; *Tenure; Vocational Education

ABSTRACT

This report provides a brief summary and description of the full-time professional staff employed by the seven Hawaii community colleges. There was a total of 1,045 full and part-time staff in fall 1976, an increase of 9% over the previous fall. The number of staff at each campus ranged from 68 at Windward to 265 at Leeward Community College. Of the full-time staff, two-thirds were males, mean age was 41.2 years, 60% had masters' degrees, and 9% had doctorates. Staffing distribution among the full-time staff included 75% assigned to instruction, 8% to academic support, 11% to student services, 4% to institutional support, and 4% to public services. Of 489 full-time instructors, 65% were males, 51% were general education instructors, 63% were tenured, and 27% were on tenure track. Average salary among full-time instructors was $18,431. Male instructors' salaries were 5% higher than those of female instructors, and salaries of vocational education instructors were higher than those of general education instructors. Tabular and graphic data are included and staff characteristics for each campus are appended. (JDS)

****
* Documents acquired by ERIC include many informal unpublished *
* materials not available from other sources. ERIC makes every effort *
* to obtain the best copy available. Nevertheless, items of marginal *
* reproducibility are often encountered and this affects the quality *
* of the microfiche and hardcopy reproductions ERIC makes available *
* via the ERIC Document Reproduction Service (EDRS). EDRS is not *
* responsible for the quality of the original document. Reproductions *
* supplied by EDRS are the best that can be made from the original. *
****

ED133033

University of Hawaii
Office of the Chancellor for Community Colleges
Educational Services Division

CC-IRP 97

January 1977

SELECTED CHARACTERISTICS OF FULL-TIME PROFESSIONAL STAFF COMMUNITY COLLEGES FALL 1976

Introduction

This report is a brief summary and description about the professional staff employed by the community colleges this fall. Data on such characteristics as sex, tenure status, academic background, mean age, mean salaries, etc., are helpful for planning purposes and for assessing recruiting and other personnel practices.

The primary attention of this report is on FULL-TIME BOR APPOINTEES WHOSE STANDARD FORM 5Bs (SF5Bs) WERE SUBMITTED TO AND PROCESSED BY THE UNIVERSITY PERSONNEL OFFICE BY THE OCTOBER 29, 1976 UPDATE. Included in the headcount of BOR staff in the main body of the report are all those who were on the payroll as of the October 29 update, except those on sabbatical leaves. (Staff on sick leave are included.) Minimal information (mostly headcount) is provided on: lecturers, part-time BOR appointees and professional staff on leave.

Information for this report is abstracted from Faculty-Staff Information System (FSIS) summary reports 2530-2535, as of October 31, 1976. Standard Form 5Bs were used as the basis of these computer reports.

Data on the BOR staff are summarized by five major groups. (See Appendix A.) These categories were developed jointly by representatives from the colleges, Management Systems Office and the Office of the Chancellor for Community Colleges.

Highlights

I. Unduplicated Headcount, by Program Category and Full-/Part-Time Status, All Professional Staff. (Table I)

a. The headcount of professional staff increased by 82, 9 percent, from 963 last fall to 1,045 this fall, mostly because of an appreciable increase in the number of lecturers (from 295 to 366).

b. Further analysis shows that compared to last fall, full-time staff increased only by 9, part-time staff by 5, lecturers by 71.

c. The number of BOR staff ranges from 68 at Windward to 265 at Leeward.

JC 770 074

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

II. The characteristics of the 656 FULL-TIME PROFESSIONAL STAFF: (Table II)

a. As in previous years, almost two-thirds of the staff are males. (Campus variation: 50-70 percent males.)

b. The staffing distribution is similar to last fall with slight (±1% to ±2%) differences:

Instruction:	75 percent	(69 to 87 percent, by campus)
Academic Support:	8 percent	(4-13 percent, by campus)
Student Services:	11 percent	(4-14 percent, by campus)
Institutional Support:	4 percent	(2-8 percent, by campus)
Public Services:	4 percent	(0-11 percent, by campus)

c. Compared to last fall, the following are the proportionate changes in the staffing structure:

Institutional Support:	-27 percent	(33-24)
Academic Support:	+13 percent	(45-51)
Student Services:	+21 percent	(57-69)
Instruction:	-1 percent	(493-489)
Public Services:	+21 percent	(19-23)

d. Age: 41.2, slightly older than last fall (36.6-44.0 by campus).

e. As in past years, the great bulk of the appointees have masters' degrees (60 percent). Those with doctorates number 57 (9 percent) compared to 51 (8 percent) last fall.

III. Characteristics of the 489 FULL-TIME INSTRUCTORS: (Tables III, IIIa-f)

a. Male instructors comprise the majority group at every campus except one. (65 percent, system; 48-77 percent, by campus.)

b. General education instructors comprise 51 percent of the teaching staff this fall compared to 49 percent in fall 1975.

c. Some noteworthy observations about instructors' average salaries this fall are: (See Appendix B for average salaries of other professional staff.)

1. The average salary this fall is $18,431, 9 percent more than the $16,905 reports last fall. Campus averages vary: $17,277 to $19,560.*

2. Male instructors' salaries are 5 percent higher ($976) than those of the female instructors. (Last fall, males' salaries were 7 percent higher). The higher average salary for males probably reflects the fact that there are more male instructors particularly in the vocational programs with many years of service.

*The average salary for community college faculty is the highest among 17 states for the 1976-77 year. (The Chronicle of Higher Education, "Fact File, Faculty Salaries for 1976-77", December 6, 1976, Vol. XIII, No. 14)

3. Vocational education instructors' salaries are higher than those in general education ($19,024 compared to $17,859). (See Appendix C.)

d. Salary ranges: Over seven-tenths of the instructors (71 percent) are placed in ranges 4 and 5: 77 percent of the males and 61 percent of the females.

e. Tenure status:

1. 63 percent are tenured, 27 percent are on tenure track and 10 percent are not eligible (26-77 percent are tenured, by campus). (See Appendix D for details.)

2. The proportion of those tenured increased compared to last fall (55 percent).

f. Highest degree: The distribution in terms of highest degrees earned is: doctoral 40, 8 percent; masters, 285, 58 percent; bachelors, 94, 19 percent; less than bachelors, 68, 14 percent. (The distribution is about the same as last fall.)

IV. Profile of the lecturers: (Table IV)

A 36 year old male with a master's degree, teaching a general education course. The profile is about the same as last fall.

SUMMARY

The profile of the community college staff shows little change from previous years: male, in early 40's, with master's degree and tenured. Staff increases for student services and academic support are shown for many of the colleges. While the number of instructors remains relatively stable, the headcount of lecturers increased by 71 (24 percent).

TABLE I
UNDUPLICATED HEADCOUNT
BY PROGRAM CATEGORY & FULL- & PART-TIME STATUS
ALL PROFESSIONAL STAFF
COMMUNITY COLLEGES
FALL 1976

Note: A lecturer or instructor teaching at more than one campus is counted only once, at his designated "home campus."

By College, Full- & Part-Time Status	TOTAL	Institutional Support	Academic Support	Student Services	Instruction			Public Service
					Sub-Total	General Education	Voc-Tech	
TOTAL	1,045	24	52	72	872	484	388	25
Full-time	656	24	51	69	489	249	240	23
Part-time	23		1	3	17	14	3	2
Lecturers	366				366	221	145	
Hawaii CC	114	2	3	3	105	36	69	1
Full-time	68	2	3	3	59	11	48	1
Part-time	1				1	1		
Lecturers	45				45	24	21	
Honolulu CC	225	3	11	13	182	92	90	16
Full-time	151	3	11	13	108	54	54	16
Lecturers	74				74	38	36	
Kapiolani CC	193	4	7	10	172	77	95	
Full-time	108	4	7	9	88	37	51	
Part-time	4			1	3		3	
Lecturers	81				81	40	41	
Kauai CC	75	3	4	6	62	34	28	
Full-time	50	3	4	6	37	17	20	
Lecturers	25				25	17	8	
Leeward CC	265	7	16	25	209	150	59	8
Full-time	170	7	15	24	118	84	34	6
Part-time	6		1	1	2	2		2
Lecturers	89				89	64	25	
Maui CC	105	2	6	11	86	47	39	
Full-time	70	2	6	10	52	25	27	
Part-time	1			1				
Lecturers	34				34	22	12	
Windward CC	68	3	5	4	56	48	8	
Full-time	39	3	5	4	27	21	6	
Part-time	11				11	11		
Lecturers	18				18	16	2	

Source: FSIS Computer Report 2533A, October 31, 1976.

TABLE II
SEX, HIGHEST DEGREE EARNED, AND MEAN AGE, BY PROGRAM CATEGORY
FULL-TIME PROFESSIONAL STAFF
COMMUNITY COLLEGES
FALL 1976

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Program Category	TOTAL		Sex		Highest Degree Earned					Mean Age
	No.	V%	Male	Female	Doctorate	Professional	Masters	Bachelors	Less Than Bachelors	
TOTAL	656	(100%)	418	238	57	2	391	131	75	41.2
(Horizontal %)	(100%)		(64%)	(36%)	(9%)	(<1%)	(60%)	(20%)	(11%)	
Institutional Support	24	4%	20	4	4		7	12	1	40.4
Academic Support	51	8%	29	22	5		39	1	6	40.3
Student Services	69	11%	37	32	6		44	19		36.9
Instruction	489	75%	317	172	40	2	285	94	68	42.0
General Education	249	38%	155	94	34		189	23	3	39.6
Vocational-Tech.	240	37%	162	78	6	2	96	71	65	44.5
Public Services	23	4%	15	8	2		16	5		39.9
HAWAII CC	68	(100%)	45	23	2		33	14	19	41.7
(Horizontal %)	(100%)		(66%)	(34%)	(3%)		(49%)	(21%)	(28%)	
Institutional Support	2	3%	2				1	1		51.0
Academic Support	3	4%	2	1			3			40.3
Student Services	3	4%	2	1	1		1	1		28.3
Instruction	59	87%	38	21	1		27	12	19	42.1
General Education	11	16%	5	6	1		9	1		36.7
Vocational-Tech	48	71%	33	15			18	11	19	43.3
Public Services	1	2%	1				1			47.0
HONOLULU CC	151	(100%)	106	45	13	1	81	31	25	41.6
(Horizontal %)	(100%)		(70%)	(30%)	(9%)	(1%)	(54%)	(21%)	(17%)	
Institutional Support	3	2%	2	1			1	2		40.0
Academic Support	11	7%	6	5	1		8		2	42.3
Student Services	13	9%	5	8	1		8	4		36.6
Instruction	108	72%	83	25	10	1	53	21	23	42.4
General Education	54	36%	37	17	7		43	4		37.9
Vocational-Tech	54	36%	46	8	3	1	10	17	23	46.9
Public Services	16	11%	10	6	1		11	4		40.4
KAPIOLANI CC	108	(100%)	54	54	4	1	74	24	5	44.0
(Horizontal %)	(100%)		(50%)	(50%)	(4%)	(1%)	(69%)	(22%)	(5%)	
Institutional Support	4	4%	3	1	1		1	2		37.5
Academic Support	7	7%	4	3			7			40.1
Student Services	9	8%	5	4			9			38.2
Instruction	88	82%	42	46	3	1	57	22	5	45.2
General Education	37	34%	16	21	2		31	4		44.1
Vocational-Tech	51	47%	26	25	1	1	26	18	5	45.9
KAUAI CC	50	(100%)	32	18	3		29	12	6	40.2
(Horizontal %)	(100%)		(64%)	(36%)	(6%)		(58%)	(24%)	(12%)	
Institutional Support	3	6%	3				1	2		40.7
Academic Support	4	8%	2	2			3		1	45.0
Student Services	6	12%	3	3			5	1		36.8
Instruction	37	74%	24	13	3		20	9	5	40.2
General Education	17	34%	13	4	3		12	2		38.4
Vocational-Tech	20	40%	11	9			8	7	5	41.8
LEEWARD CC	170	(100%)	112	58	26		103	26	15	40.4
(Horizontal %)	(100%)		(66%)	(34%)	(15%)		(61%)	(15%)	(9%)	
Institutional Support	7	4%	6	1	2		1	3	1	38.6
Academic Support	15	9%	10	5	2		9	1	3	37.9
Student Services	24	14%	13	11	4		12	8		37.8
Instruction	118	69%	79	39	17		77	13	11	41.5
General Education	84	49%	52	32	16		59	9		40.0
Vocational-Tech	34	20%	27	7	1		18	4	11	45.3
Public Services	6	4%	4	2	1		4	1		37.2
MAUI CC	70	(100%)	47	23	4		40	21	5	40.5
(Horizontal %)	(100%)		(67%)	(33%)	(6%)		(57%)	(30%)	(7%)	
Institutional Support	2	3%	1	1	1			1		39.5
Academic Support	6	9%	3	3	1		5			40.0
Student Services	10	14%	7	3			6	4		37.0
Instruction	52	74%	36	16	2		29	16	5	41.3
General Education	25	36%	19	6	2		17	3	3	41.2
Vocational-Tech	27	39%	17	10			12	13	2	41.4
WINDWARD CC	39	(100%)	22	17	5		31	3		36.6
(Horizontal %)	(100%)		(56%)	(44%)	(13%)		(80%)	(8%)		
Institutional Support	3	8%	3				2	1		42.3
Academic Support	5	13%	2	3	1		4			40.2
Student Services	4	10%	2	2			3	1		34.8
Instruction	27	69%	15	12	4		22	1		35.6
General Education	21	54%	13	8	3		18			34.6
Vocational-Tech	6	15%	2	4	1		4	1		39.0

TABLE III
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
COMMUNITY COLLEGES
FALL 1974-1976

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Characteristic	1974 TOTAL No.	1974 TOTAL V%	1974 Male No.	1974 Male V%	1974 Female No.	1974 Female V%	1975* TOTAL No.	1975* TOTAL V%	1975* Male No.	1975* Male V%	1975* Female No.	1975* Female V%	1976* TOTAL No.	1976* TOTAL V%	1976* Male No.	1976* Male V%	1976* Female No.	1976* Female V%
TOTAL	386	100%	243	100	143	100	493	100	311	100	182	100	489	100	317	100	172	100
(H%)	(100)		(63)		(37)		(100)		(63)		(37)		(100)		(65)		(35)	
BY AVERAGE SALARY	13,757		14,210		12,98.		16,905		17,298		16,233		18,431		18,774		17,798	
BY SALARY RANGE																		
Range 1	30	8%	12	5	18	13	41	8	23	7	18	10	37	8	20	6	17	10
(H%)	(100)		(40)		(60)		(100)		(56)		(44)		(100)		(54)		(46)	
Range 2	49	13	25	10	24	17	59	12	23	7	36	20	56	11	30	9	26	15
(H%)	(100)		(51)		(49)		(100)		(39)		(61)		(100)		(54)		(46)	
Range 3	52	14	32	13	20	14	76	15	43	14	33	18	47	10	23	7	24	14
(H%)	(100)		(62)		(39)		(100)		(57)		(43)		(100)		(49)		(51)	
Range 4	106	28	71	29	35	25	137	28	94	30	43	24	139	28	96	30	43	25
(H%)	(100)		(67)		(33)		(100)		(69)		(31)		(100)		(69)		(31)	
Range 5	149	39	103	42	46	32	180	37	128	41	52	29	210	43	148	47	62	36
(H%)	(100)		(69)		(31)		(100)		(71)		(29)		(100)		(70)		(30)	
BY TENURE STATUS																		
Tenured	234	61%	161	66	73	51	272	55	188	61	84	46	306	63	212	67	94	55
(H%)	(100)		(69)		(31)		(100)		(69)		(31)		(100)		(69)		(31)	
On Tenure Track	121	31	68	28	53	37	158	32	90	29	68	37	133	27	76	24	57	33
(H%)	(100)		(56)		(44)		(100)		(57)		(43)		(100)		(57)		(43)	
Not Eligible	31	8	14	6	17	12	63	13	33	11	30	17	50	10	29	9	21	12
(H%)	(100)		(45)		(55)		(100)		(52)		(48)		(100)		(58)		(42)	
BY MEAN AGE	40.8		42.0		38.8		41.2		41.9		40.1		42.0		42.6		40.9	
BY HIGHEST DEGREE																		
Doctorate	25	6%	17	7	8	6	38	8	30	10	8	4	40	8	31	10	9	5
(H%)	(100)		(68)		(32)		(100)		(79)		(21)		(100)		(78)		(23)	
Professional	1	<1	1	<1	0		2	<1	2	1	0		2	<1	2	1	0	
(H%)	(100)		(100)				(100)		(100)				(100)		(100)			
Masters	236	61	139	57	97	68	283	57	159	51	124	68	285	58	166	52	119	69
(H%)	(100)		(59)		(41)		(100)		(56)		(44)		(100)		(58)		(42)	
Bachelors	72	19	41	17	31	22	96	20	55	18	41	23	94	19	56	18	38	22
(H%)	(100)		(57)		(43)		(100)		(57)		(43)		(100)		(60)		(40)	
Less than Bachelors	52	13	45	19	7	5	74	15	65	21	9	5	68	14	62	20	6	4
(H%)	(100)		(87)		(14)		(100)		(88)		(12)		(100)		(91)		(9)	
BY INSTRUCTIONAL AREA																		
General Education	219	57%	127	52	92	64	242	49	143	46	99	54	249	51	155	49	94	55
(H%)	(100)		(58)		(42)		(100)		(59)		(41)		(100)		(62)		(38)	
Vocational Education	167	43	116	48	51	36	251	51	168	54	83	46	240	49	162	51	78	45
(H%)	(100)		(69)		(31)		(100)		(67)		(33)		(100)		(68)		(33)	

*System totals not comparable between 1974 and later years. The figures for 1975 and 1976 include Hawaii Community College.

Sources: FSIS Reports, October 31, 1974, October 31, 1975 and October 29, 1976.

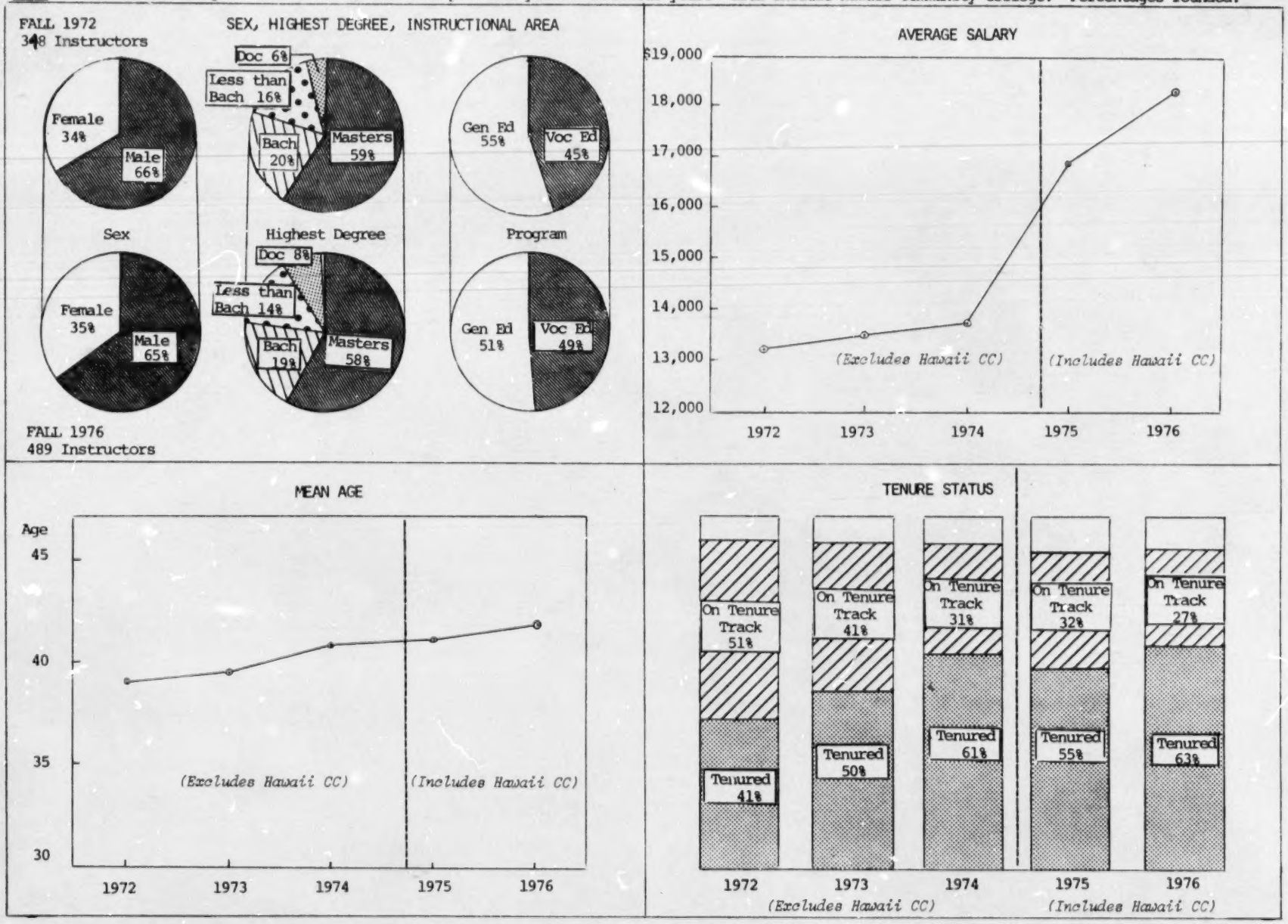
FIGURE 1

FULL-TIME INSTRUCTORS: SELECTED DATA

COMMUNITY COLLEGES

FALL 1972-1976

Note: 1975 and 1976 figures are not comparable to previous years. Previous years' data exclude Hawaii Community College. Percentages rounded.



Sources: Office of the Chancellor for Community Colleges, CC-IRP 86, Selected Characteristics of Full-Time Professional Staff and FSIS Computer Reports, October 29, 1976.

TABLE IV
PROFILE OF LECTURERS
COMMUNITY COLLEGES
FALL 1976

Note: Unduplicated headcount. A lecturer teaching at more than one campus is counted at his "home base" only.

	TOTAL No.	TOTAL V%	Hawaii	Honolulu	Kapiolani	Kauai	Leeward	Maui	Windward
TOTAL	366	*100*	45	74	81	25	89	34	18
Sex									
Male	218	*60*	32	52	41	15	47	23	8
Female	148	*40*	13	22	40	10	42	11	10
Program									
Instruction									
General Education	221	*60*	24	38	40	17	64	22	16
Vocational-Tech	145	*40*	21	36	41	8	25	12	2
Highest Degree									
Doctorate	17	*5*		4		2	9	1	1
Professional	17	*5*	4		7	2	1	3	
Master's	189	*52*	13	38	44	9	54	17	14
Bachelor's	89	*24*	16	13	24	8	18	7	3
Less Than Bachelor's	54	*15*	12	19	6	4	7	6	
Mean Age	35.9		37.4	38.3	35.9	32.9	35.7	33.9	31.3

Sources: FSIS reports, October 31, 1976.

TABLE IIIa
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
HAWAII COMMUNITY COLLEGE
FALL 1975-1976

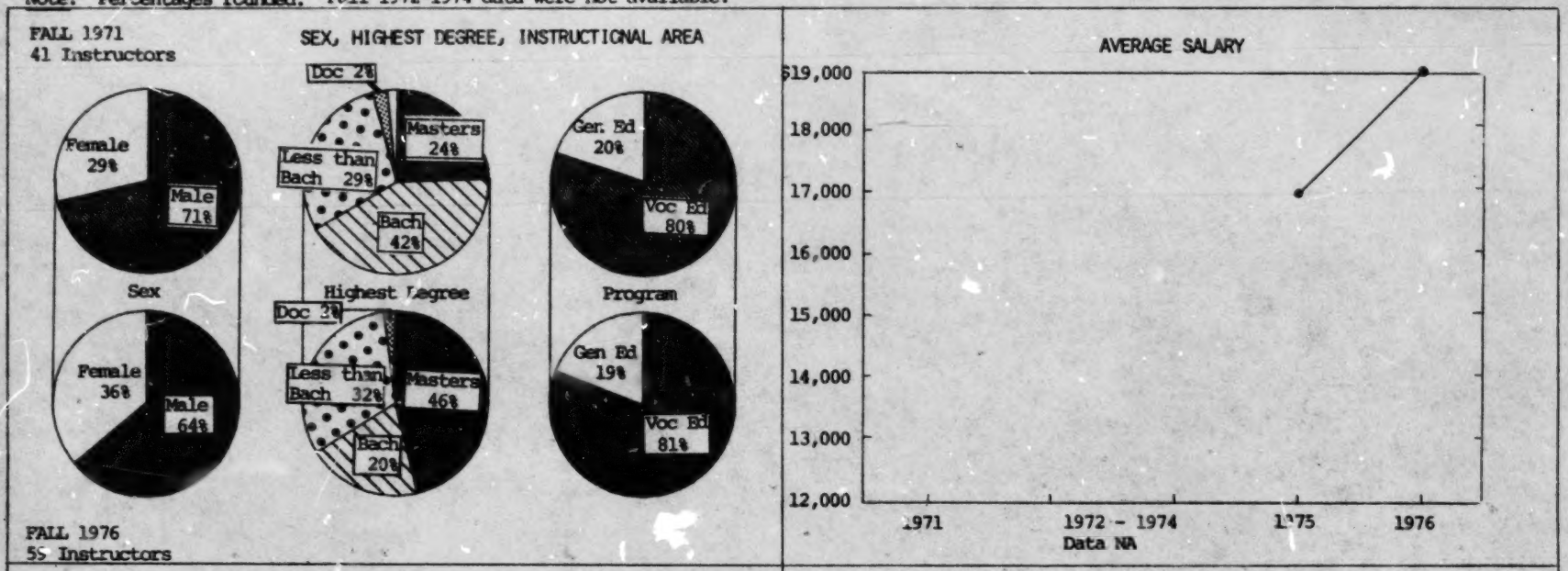
Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Characteristics	1975 TOTAL No.	1975 TOTAL V%	1975 Male No.	1975 Male V%	1975 Female No.	1975 Female V%	1976 TOTAL No.	1976 TOTAL V%	1976 Male No.	1976 Male V%	1976 Female No.	1976 Female V%
TOTAL	59	100%	38	100	21	100	59	100	38	100	21	100
(H%)	(100)		(64)		(36)		(100)		(64)		(36)	
BY AVERAGE SALARY	16,942		16,884		17,048		19,013		19,002		19,031	
BY SALARY RANGE												
Range 1	7	12%	7	18	0		6	10	6	16	0	
(H%)	(100)		(100)				(100)		(100)			
Range 2	7	12	2	5	5	24	7	12	3	8	4	19
(H%)	(100)		(29)		(71)		(100)		(43)		(57)	
Range 3	10	17	6	16	4	19	3	5	1	3	2	10
(H%)	(100)		(60)		(40)		(100)		(33)		(67)	
Range 4	24	41	16	42	8	38	29	49	20	53	9	43
(H%)	(100)		(67)		(33)		(100)		(69)		(31)	
Range 5	11	19	7	18	4	19	14	24	8	21	6	29
(H%)	(100)		(64)		(36)		(100)		(57)		(43)	
BY TENURE STATUS												
Tenured	25	42%	15	39	10	48	34	58	23	61	11	52
(H%)	(100)		(60)		(40)		(100)		(68)		(32)	
On Tenure Track	23	39	14	37	9	43	17	29	9	24	8	38
(H%)	(100)		(61)		(39)		(100)		(53)		(47)	
Not Eligible	11	19	9	24	2	10	8	14	6	16	2	10
(H%)	(100)		(82)		(18)		(100)		(75)		(25)	
BY MEAN AGE	40.6		40.8		40.1		42.1		42.2		41.9	
BY HIGHEST DEGREE												
Doctorate	2	3%	2	5	0		1	2	1	3	0	
(H%)	(100)		(100)				(100)		(100)			
Professional	0		0		0		0		0		0	
(H%)												
Masters	28	48	13	34	15	71	27	46	12	32	15	71
(H%)	(100)		(46)		(54)		(100)		(44)		(56)	
Bachelors	11	19	5	13	6	29	12	20	6	16	6	29
(H%)	(100)		(46)		(55)		(100)		(50)		(50)	
Less than Bachelors	18	31	18	47	0		19	32	19	50	0	
(H%)	(100)		(100)				(100)		(100)			
BY INSTRUCTIONAL AREA												
General Education	10	17%	5	13	5	24	11	19	5	13	6	29
(H%)	(100)		(50)		(50)		(100)		(45)		(55)	
Vocational Education	49	83	33	87	16	76	48	81	33	87	15	71
(H%)	(100)		(67)		(33)		(100)		(69)		(31)	

Source: FSIS Reports, October 31, 1975 and October 29, 1976.

FIGURE 1a
FULL-TIME INSTRUCTORS: SELECTED DATA
HAWAII COMMUNITY COLLEGE
FALL 1971, 1975-1976

Note: Percentages rounded. Fall 1972-1974 data were not available.



Sources: Office of the Chancellor for Community Colleges, FSIS Computer Reports, October 29, 1976.

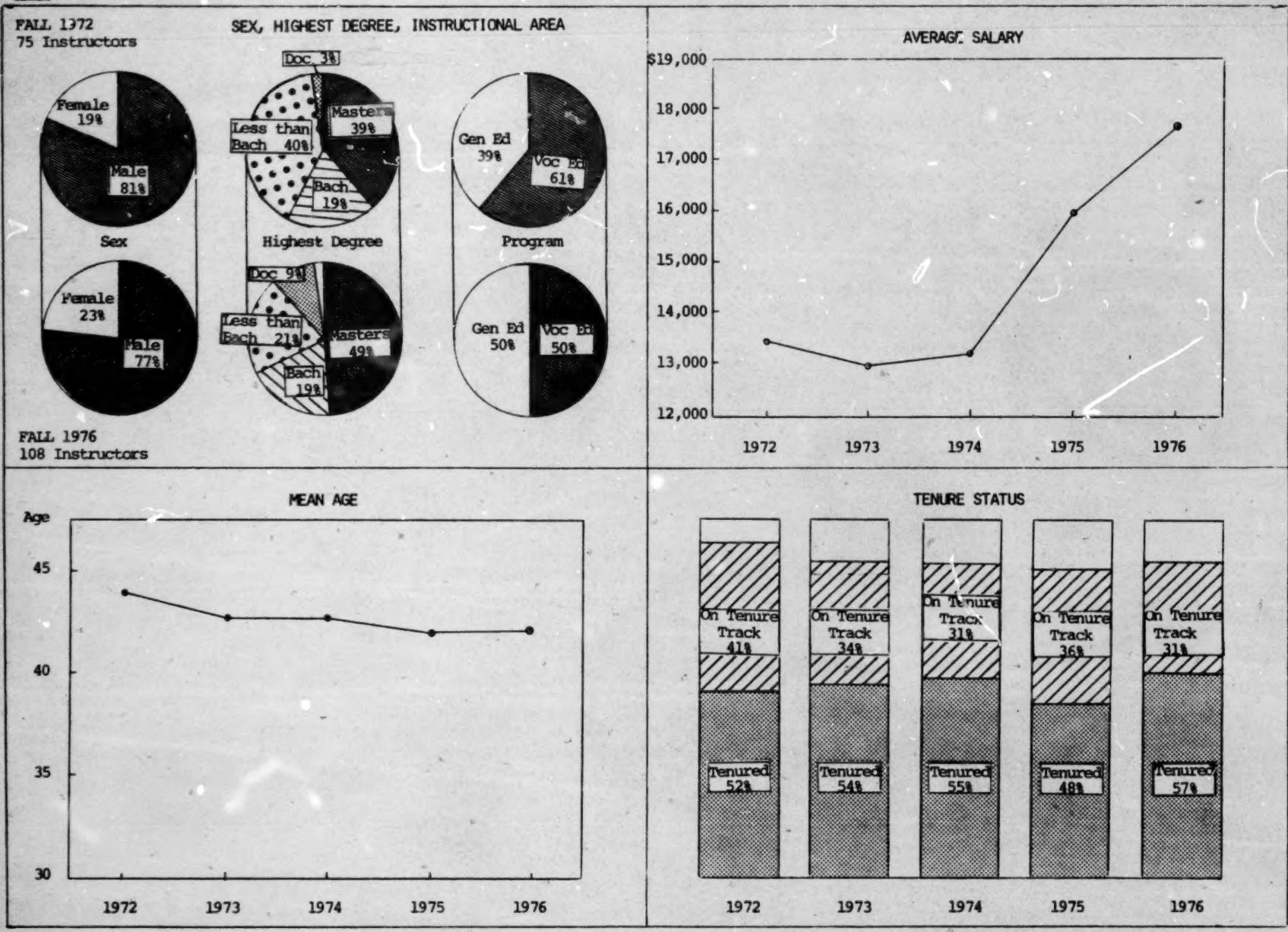
TABLE IIIb
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
HONOLULU COMMUNITY COLLEGE
FALL 1974-1976

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Characteristic	1974			1975			1976		
	TOTAL No. V%	Male No. V%	Female No. V%	TOTAL No. V%	Male No. V%	Female No. V%	TOTAL No. V%	Male No. V%	Female No. V%
TOTAL (H%)	91 100% (100)	70 100 (77)	21 100 (23)	106 100 (100)	79 100 (75)	27 100 (26)	108 100 (100)	83 100 (77)	25 100 (23)
BY AVERAGE SALARY	13,276	14,012	10,823	16,001	16,778	13,728	17,657	18,289	15,556
BY SALARY RANGE									
Range 1 (H%)	12 13% (100)	7 10 (58)	5 24 (42)	9 9 (100)	7 9 (78)	2 7 (22)	6 6 (100)	5 6 (83)	1 4 (17)
Range 2 (H%)	20 22 (100)	11 16 (55)	9 43 (45)	18 17 (100)	6 8 (33)	12 44 (67)	17 16 (100)	9 11 (53)	8 32 (47)
Range 3 (H%)	9 10 (100)	8 11 (89)	1 5 (11)	17 16 (100)	13 17 (77)	4 15 (24)	12 11 (100)	5 6 (42)	7 28 (58)
Range 4 (H%)	21 23 (100)	18 26 (86)	3 14 (14)	29 27 (100)	24 30 (83)	5 19 (17)	32 30 (100)	29 35 (91)	3 12 (9)
Range 5 (H%)	29 32 (100)	26 37 (90)	3 14 (10)	33 31 (100)	29 37 (88)	4 15 (12)	41 38 (100)	35 42 (85)	6 24 (15)
BY TENURE STATUS									
Tenured (H%)	50 55% (100)	45 64 (90)	5 24 (10)	51 48 (100)	46 58 (90)	5 19 (10)	62 57 (100)	53 64 (85)	9 36 (15)
On Tenure Track (H%)	28 31 (100)	19 27 (68)	9 43 (32)	38 36 (100)	25 32 (66)	13 48 (34)	34 31 (100)	23 28 (68)	11 44 (32)
Not Eligible (H%)	13 14 (100)	6 9 (46)	7 33 (54)	17 16 (100)	8 10 (47)	9 33 (53)	12 11 (100)	7 8 (58)	5 20 (42)
BY MEAN AGE	42.7	44.6	36.2	41.9	43.6	36.8	42.4	43.7	37.9
BY HIGHEST DEGREE									
Doctorate (H%)	4 4% (100)	3 4 (75)	1 5 (25)	7 7 (100)	5 6 (71)	2 7 (29)	10 9 (100)	7 8 (70)	3 12 (30)
Professional (H%)				1 1 (100)	1 1 (100)	0	1 1 (100)	1 1 (100)	0
Masters (H%)	40 44 (100)	27 39 (68)	13 62 (33)	51 48 (100)	31 39 (61)	20 74 (39)	53 49 (100)	35 42 (66)	18 72 (34)
Bachelors (H%)	20 22 (100)	15 21 (75)	5 24 (25)	22 21 (100)	19 24 (86)	3 11 (14)	21 19 (100)	19 23 (90)	2 8 (10)
Less than Bachelors (H%)	27 30 (100)	25 36 (93)	2 10 (7)	25 24 (100)	23 29 (92)	2 7 (8)	23 21 (100)	21 25 (91)	2 8 (9)
BY INSTRUCTIONAL AREA									
General Education (H%)	41 45% (100)	27 39 (66)	14 67 (34)	50 47 (100)	32 41 (64)	18 67 (36)	54 50 (100)	37 45 (69)	17 68 (31)
Vocational Education (H%)	50 55 (100)	43 61 (86)	7 33 (14)	56 53 (100)	47 60 (84)	9 33 (16)	54 50 (100)	46 55 (85)	8 32 (15)

FIGURE 1b
FULL-TIME INSTRUCTORS: SELECTED DATA
HONOLULU COMMUNITY COLLEGE
FALL 1972-1976

Note: Percentages rounded.



Sources: Office of the Chancellor for Community Colleges, CC-IRP 86, Selected Characteristics of Full-Time Professional Staff and FSIS Computer Reports, October 29, 1976.

TABLE IIIc
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
KAPIOLANI COMMUNITY COLLEGE
FALL 1974-1976

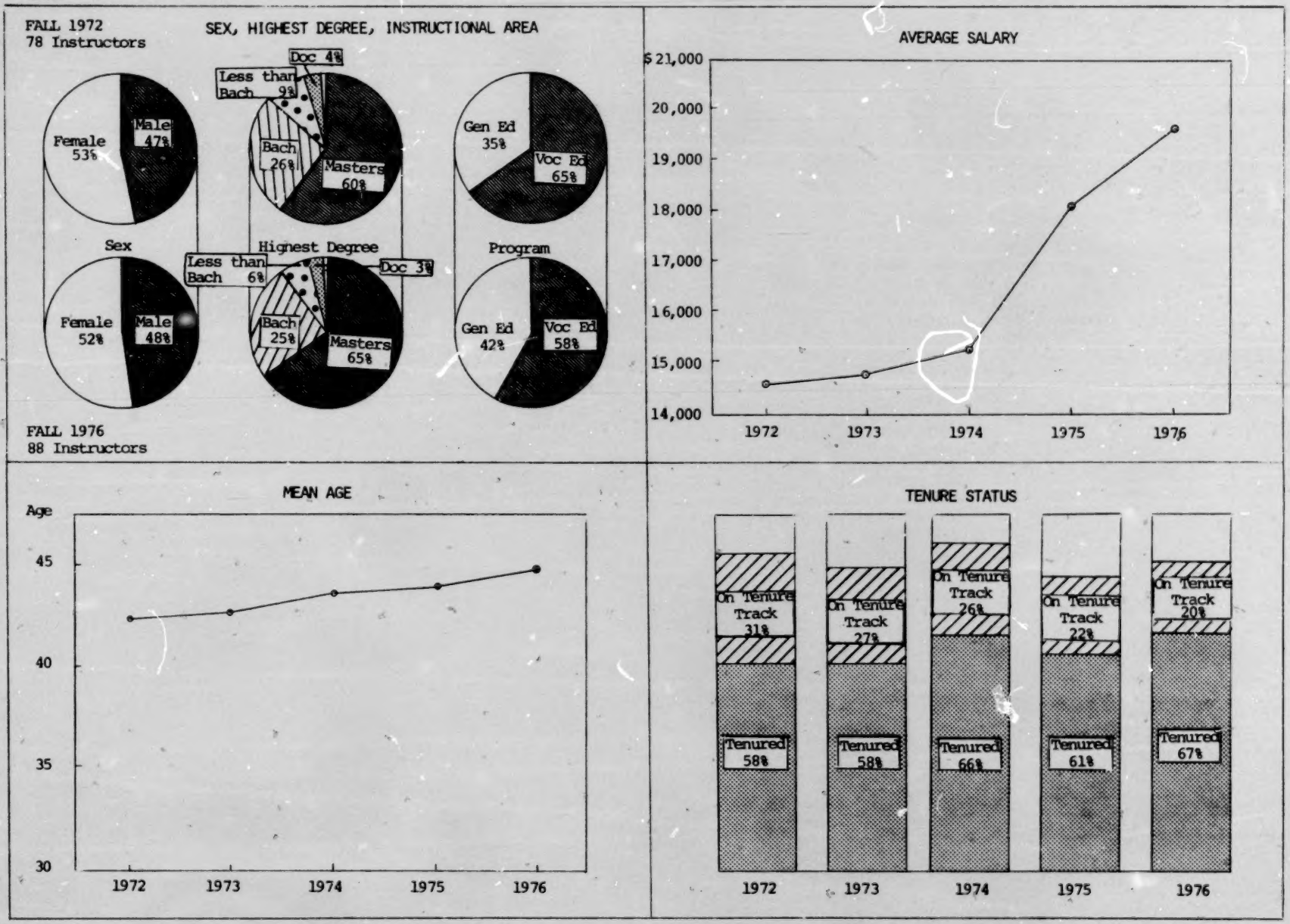
Note: Percentages have been rounded; will not total 100.0 or the sum of the parts.

Characteristics	1974			1975			1976		
	TOTAL No. V%	Male No. V%	Female No. V%	TOTAL No. V%	Male No. V%	Female No. V%	TOTAL No. V%	Male No. V%	Female No. V%
TOTAL (H%)	82 100% (100)	41 100 (50)	41 100 (50)	97 100 (100)	46 100 (47)	51 100 (53)	88 100 (100)	42 100 (48)	46 100 (52)
BY AVERAGE SALARY	15,254	15,915	14,594	18,129	19,003	17,340	19,560	19,941	19,211
BY SALARY RANGE									
Range 1 (H%)	7 9% (100)	2 5 (29)	5 12 (71)	11 11 (100)	3 7 (27)	8 16 (73)	10 11 (100)	4 10 (40)	6 13 (60)
Range 2 (H%)	4 5 (100)	2 5 (50)	2 5 (50)	8 8 (100)	2 4 (25)	6 12 (75)	7 8 (100)	3 7 (43)	4 9 (57)
Range 3 (H%)	9 11 (100)	4 10 (44)	5 12 (56)	11 11 (100)	4 9 (36)	7 14 (64)	7 8 (100)	2 5 (29)	5 11 (71)
Range 4 (H%)	23 28 (100)	11 27 (48)	12 29 (52)	24 25 (100)	11 24 (46)	13 26 (54)	18 20 (100)	8 19 (44)	10 22 (56)
Range 5 (H%)	39 48 (100)	22 54 (56)	17 42 (44)	43 44 (100)	26 57 (61)	17 33 (40)	46 52 (100)	25 60 (54)	21 46 (46)
BY TENURE STATUS									
Tenured (H%)	54 66% (100)	31 76 (57)	23 56 (43)	59 61 (100)	32 70 (54)	27 53 (46)	59 67 (100)	28 67 (47)	31 67 (53)
On Tenure Track (H%)	21 26 (100)	8 20 (38)	13 32 (62)	21 22 (100)	10 22 (48)	11 22 (52)	18 20 (100)	10 24 (56)	8 17 (44)
Not Eligible (H%)	7 9 (100)	2 5 (29)	5 12 (71)	17 18 (100)	4 9 (24)	13 26 (77)	11 13 (100)	4 10 (36)	7 15 (64)
BY MEAN AGE	43.7	44.8	42.6	43.9	44.7	43.1	45.2	45.3	45.0
BY HIGHEST DEGREE									
Doctorate (H%)	2 2% (100)	1 2 (50)	1 2 (50)	3 3 (100)	3 7 (100)	0	3 3 (100)	3 7 (100)	0
Professional (H%)	1 1 (100)	1 2 (100)	0	1 1 (100)	1 2 (100)	0	1 1 (100)	1 2 (100)	0
Masters (H%)	57 70 (100)	30 73 (53)	27 66 (47)	61 63 (100)	31 67 (51)	30 59 (49)	57 65 (100)	28 67 (49)	29 63 (51)
Bachelors (H%)	16 20 (100)	6 15 (38)	10 24 (63)	23 24 (100)	7 15 (30)	16 31 (70)	22 25 (100)	7 17 (32)	15 33 (68)
Less than Bachelors (H%)	6 7 (100)	3 7 (50)	3 7 (50)	9 9 (100)	4 9 (44)	5 10 (56)	5 6 (100)	3 7 (60)	2 4 (40)
BY INSTRUCTIONAL AREA									
General Education (H%)	32 39% (100)	13 32 (41)	19 46 (59)	36 37 (100)	15 33 (42)	21 41 (58)	37 42 (100)	16 38 (43)	21 46 (57)
Vocational Education (H%)	50 61 (100)	28 68 (56)	22 54 (44)	61 63 (100)	31 67 (51)	30 59 (49)	51 58 (100)	26 62 (51)	25 54 (49)

Sources: FSIS Reports, October 31, 1974, October 31, 1975 and October 29, 1976.

FIGURE 1c
FULL-TIME INSTRUCTORS: SELECTED DATA
KAPIOLANI COMMUNITY COLLEGE
FALL 1972-1976

Note: Percentages rounded.



Sources: Office of the Chancellor for Community Colleges, CC-IRP 86, Selected Characteristics of Full-Time Professional Staff and FSIS Computer Reports, October 29, 1976.

TABLE IIId
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
KAUAI COMMUNITY COLLEGE
FALL 1974-1976

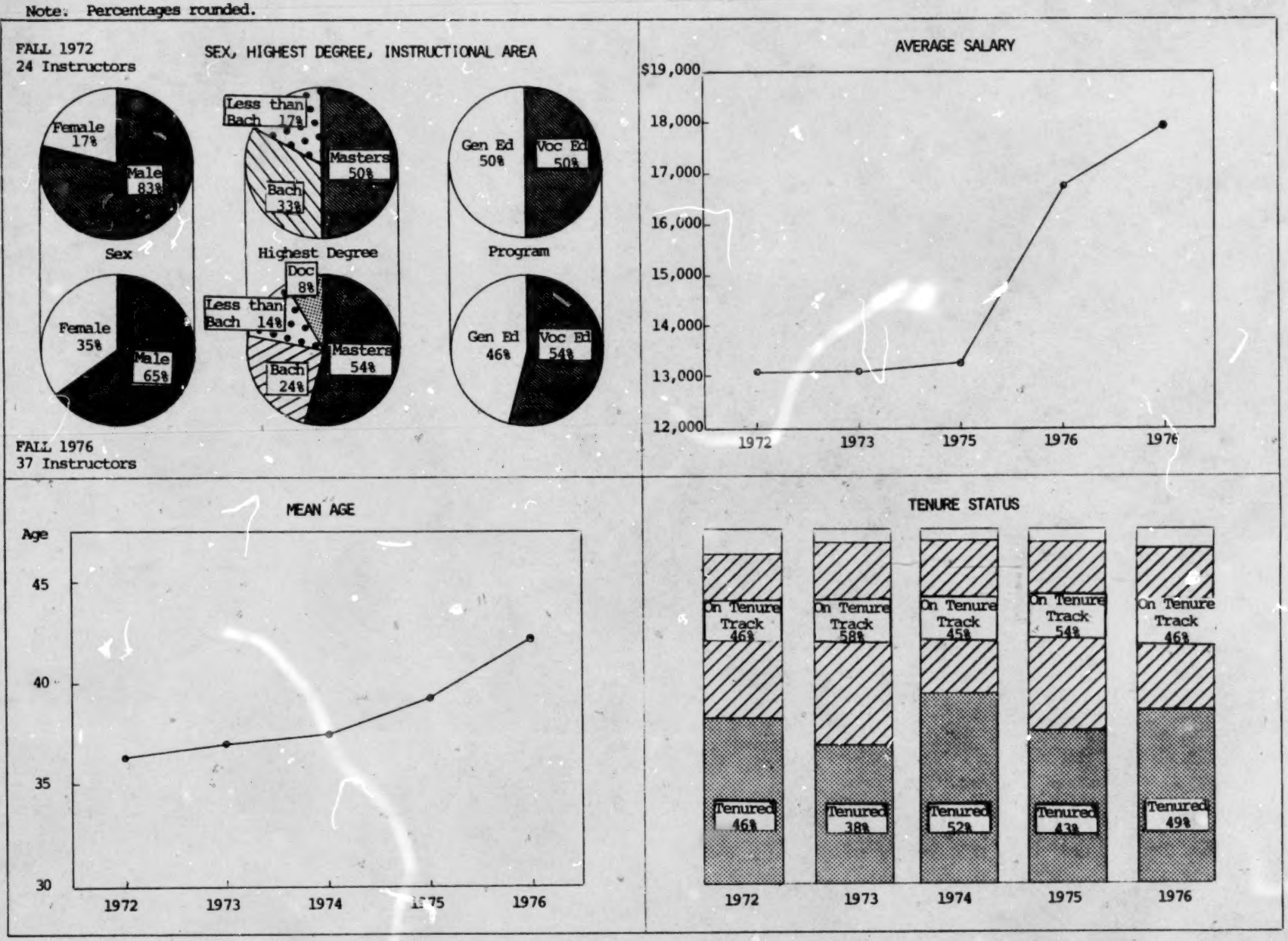
Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Characteristics	1974			1975			1976		
	TOTAL No. V%	Male No. V%	Female No. V%	TOTAL No. V%	Male No. V%	Female No. V%	TOTAL No. V%	Male No. V%	Female No. V%
TOTAL	31 100%	19 100	12 100	35 100	22 100	13 100	37 100	24 100	13 100
(H%)	(100)	(61)	(39)	(100)	(63)	(37)	(100)	(65)	(35)
BY AVERAGE SALARY	13,299	14,193	11,883	16,700	17,221	15,319	17,974	18,772	16,502
BY SALARY RANGE									
Range 1	5 16%	1 5	4 33	4 11	1 5	3 23	4 11	1 4	3 23
(H%)	(100)	(20)	(80)	(100)	(25)	(75)	(100)	(25)	(75)
Range 2	6 19	3 16	3 25	5 14	2 9	3 23	5 14	2 8	3 23
(H%)	(100)	(50)	(50)	(100)	(40)	(60)	(100)	(40)	(60)
Range 3	3 10	2 11	1 8	6 17	4 18	2 15	3 8	2 8	1 8
(H%)	(100)	(67)	(33)	(100)	(67)	(33)	(100)	(67)	(33)
Range 4	9 29	8 42	1 8	9 26	8 36	1 8	14 38	11 46	3 23
(H%)	(100)	(89)	(11)	(100)	(89)	(11)	(100)	(79)	(21)
Range 5	8 26	5 26	3 25	11 31	7 32	4 31	11 30	8 33	3 23
(H%)	(100)	(63)	(38)	(100)	(64)	(36)	(100)	(73)	(27)
BY TENURE STATUS									
Tenured	16 52%	14 74	2 17	15 43	14 64	1 8	18 49	16 67	2 15
(H%)	(100)	(88)	(13)	(100)	(93)	(7)	(100)	(89)	(11)
On Tenure Track	14 45	5 26	9 75	19 54	7 32	12 92	17 46	7 29	10 77
(H%)	(100)	(36)	(64)	(100)	(37)	(63)	(100)	(41)	(59)
Not Eligible	1 3	0	1 8	1 3	1 5	0	2 5	1 4	1 8
(H%)	(100)		(100)	(100)	(100)		(100)	(50)	(50)
BY MEAN AGE	37.5	40.3	33.1	38.5	40.3	35.5	40.2	41.6	37.3
BY HIGHEST DEGREE									
Doctorate	3 10%	2 11	1 8	4 11	3 14	1 8	3 8	3 13	0
(H%)	(100)	(67)	(33)	(100)	(75)	(25)	(100)	(100)	
Masters	14 45	9 47	5 42	17 49	10 46	7 54	20 54	12 50	8 62
(H%)	(100)	(64)	(36)	(100)	(59)	(41)	(100)	(60)	(40)
Bachelors	10 32	4 21	6 50	9 26	4 18	5 39	9 24	4 17	5 38
(H%)	(100)	(40)	(60)	(100)	(44)	(56)	(100)	(44)	(56)
Less than Bachelors	4 13	4 21	0	5 14	5 23	0	5 14	5 21	0
(H%)	(100)	(100)		(100)	(100)		(100)	(100)	
BY INSTRUCTIONAL AREA									
General Education	15 48%	10 53	5 42	16 46	12 55	4 31	17 46	13 54	4 31
(H%)	(100)	(67)	(33)	(100)	(75)	(25)	(100)	(76)	(24)
Vocational Education	16 52	9 47	7 58	19 54	10 46	9 69	20 54	11 46	9 69
(H%)	(100)	(56)	(44)	(100)	(53)	(47)	(100)	(55)	(45)

Sources: FSIS Reports, October 31, 1974, October 31, 1975 and October 29, 1976.

FIGURE 1d
FULL-TIME INSTRUCTORS: SELECTED DATA
KAUAI COMMUNITY COLLEGE
FALL 1972-1976

Note: Percentages rounded.



Sources: Office of the Chancellor for Community Colleges, CC-IRP 86, Selected Characteristics of Full-Time Professional Staff and FSIS Computer Reports, October 29, 1976.

TABLE IIIe
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
LEEWARD COMMUNITY COLLEGE
FALL 1974-1976

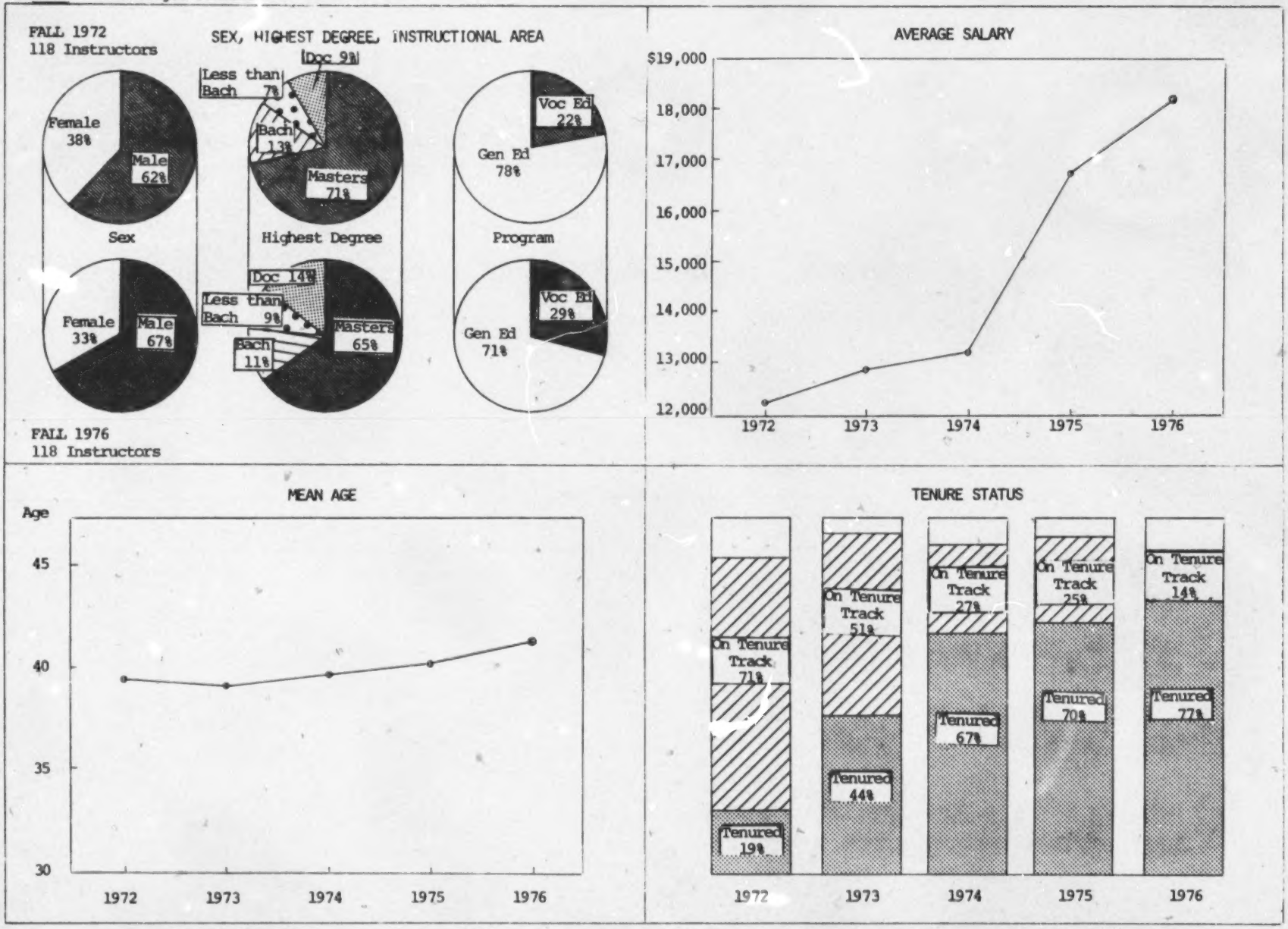
Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Characteristics	1974			1975			1976		
	TOTAL No. V%	Male No. V%	Female No. V%	TOTAL No. V%	Male No. V%	Female No. V%	TOTAL No. V%	Male No. V%	Female No. V%
TOTAL (H%)	115 100% (100)	70 100 (61)	45 100 (39)	117 100 (100)	75 100 (64)	42 100 (36)	118 100 (100)	79 100 (67)	39 100 (33)
BY AVERAGE SALARY	13,266	13,394	13,066	16,709	16,893	16,382	18,214	18,336	17,966
BY SALARY RANGE									
Range 1 (H%)	1 1% (100)	0	1 2 (100)	2 2 (100)		2 5 (100)	4 3 (100)	2 3 (50)	2 5 (50)
Range 2 (H%)	11 10 (100)	6 9 (55)	5 11 (46)	13 11 (100)	8 11 (62)	5 12 (39)	11 9 (100)	9 11 (82)	2 5 (18)
Range 3 (H%)	21 18 (100)	12 17 (57)	9 20 (43)	18 15 (100)	9 12 (50)	9 21 (50)	15 13 (100)	8 10 (53)	7 18 (47)
Range 4 (H%)	37 32 (100)	24 34 (65)	13 29 (35)	35 30 (100)	26 35 (74)	9 21 (26)	31 26 (100)	22 28 (71)	9 23 (29)
Range 5 (H%)	45 39 (100)	28 40 (62)	17 38 (38)	49 42 (100)	32 43 (65)	17 41 (35)	57 48 (100)	38 48 (67)	19 49 (33)
BY TENURE STATUS									
Tenured (H%)	77 67% (100)	44 63 (57)	33 73 (43)	82 70 (100)	51 68 (62)	31 74 (38)	91 77 (100)	59 75 (65)	32 82 (35)
On Tenure Track (H%)	31 27 (100)	21 30 (68)	10 22 (32)	29 25 (100)	20 27 (69)	9 21 (31)	17 14 (100)	12 15 (71)	5 13 (29)
Not Eligible (H%)	7 6 (100)	5 7 (71)	2 4 (29)	6 5 (100)	4 5 (67)	2 5 (33)	10 8 (100)	8 10 (80)	2 5 (20)
BY MEAN AGE	39.7	40.0	39.2	40.9	41.0	40.7	41.5	41.9	40.7
BY HIGHEST DEGREE									
Doctorate (H%)	13 11% (100)	8 11 (62)	5 11 (39)	16 14 (100)	11 15 (69)	5 12 (31)	17 14 (100)	11 14 (65)	6 15 (35)
Masters (H%)	77 67 (100)	43 61 (56)	34 76 (44)	76 65 (100)	45 60 (59)	31 74 (41)	77 65 (100)	49 62 (64)	28 72 (36)
Bachelors (H%)	14 12 (100)	9 13 (64)	5 11 (36)	14 12 (100)	9 12 (64)	5 12 (36)	13 11 (100)	9 11 (69)	4 10 (31)
Less than Bachelors (H%)	11 10 (100)	10 14 (91)	1 2 (9)	11 9 (100)	10 13 (91)	1 2 (9)	11 9 (100)	10 13 (91)	1 3 (9)
BY INSTRUCTIONAL AREA									
General Education (H%)	88 77% (100)	50 71 (57)	38 84 (43)	85 73 (100)	50 67 (59)	35 83 (41)	84 71 (100)	52 66 (62)	32 82 (38)
Vocational Education (H%)	27 23 (100)	20 29 (74)	7 16 (26)	32 27 (100)	25 33 (78)	7 17 (22)	34 29 (100)	27 34 (79)	7 18 (21)

Sources: FSIS Reports, October 31, 1974, October 31, 1975 and October 29, 1976.

FULL-TIME INSTRUCTORS: SELECTED DATA
LEEWARD COMMUNITY COLLEGE
FALL 1972-1976

Note: Percentages rounded.



Sources: Office of the Chancellor for Community Colleges, CC-IRP 86, Selected Characteristics of Full-Time Professional Staff and FSIS Computer Reports, October 29, 1976.

TABLE IIIf
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
MAUI COMMUNITY COLLEGE
FALL 1974-1976

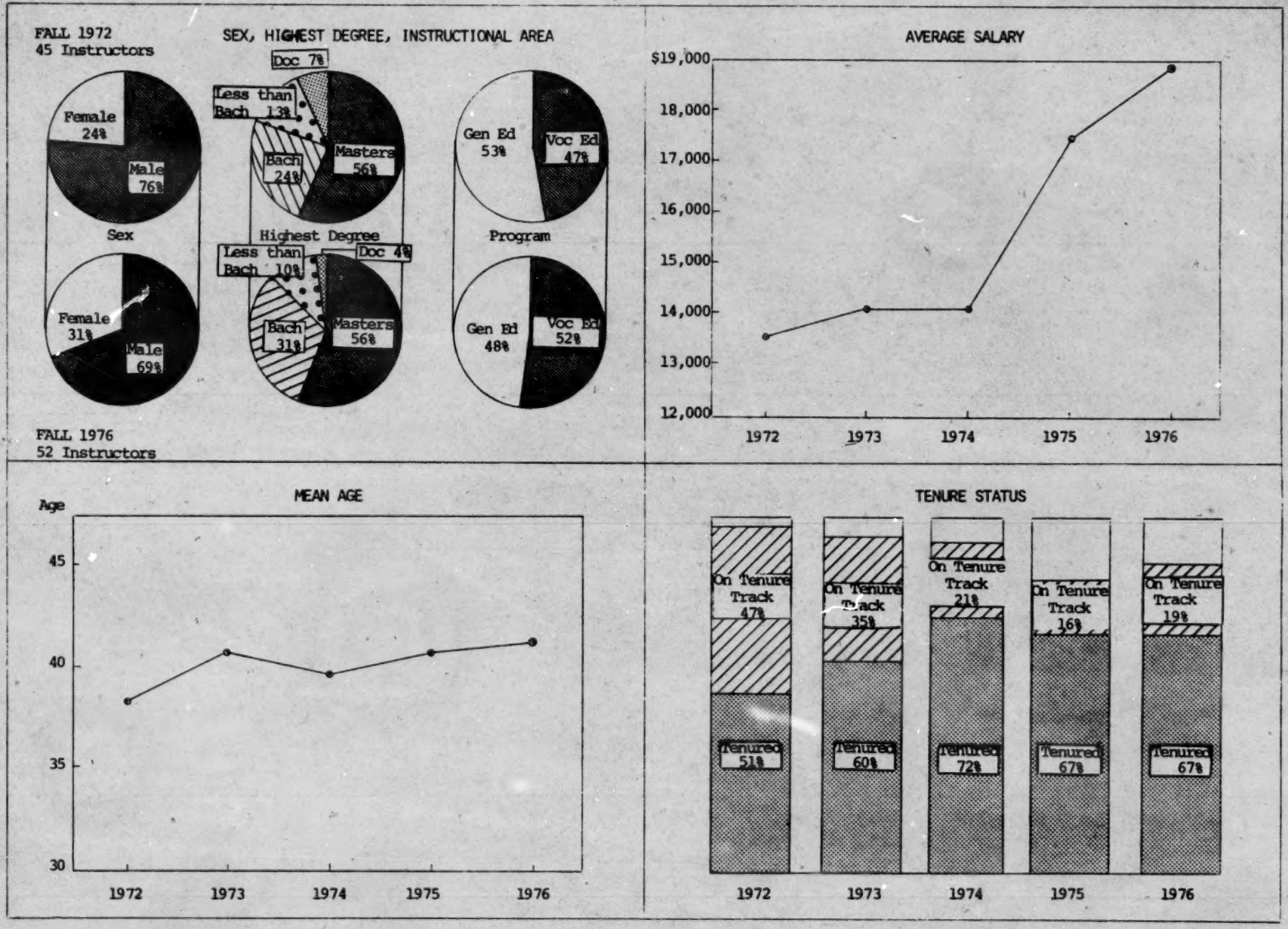
Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Characteristics	1974 TOTAL No. V%	1974 Male No. V%	1974 Female No. V%	1975 TOTAL No. V%	1975 Male No. V%	1975 Female No. V%	1976 TOTAL No. V%	1976 Male No. V%	1976 Female No. V%
TOTAL (H%)	47 100% (100)	34 100 (72)	13 100 (28)	55 100 (100)	37 100 (67)	18 100 (33)	52 100 (100)	36 100 (69)	16 100 (31)
BY AVERAGE SALARY	14,193	14,731	12,787	17,461	17,974	16,406	18,882	19,750	16,930
BY SALARY RANGE									
Range 1 (H%)	5 11% (100)	2 6 (40)	3 23 (60)	8 15 (100)	5 14 (63)	3 17 (38)	7 13 (100)	2 6 (29)	5 31 (71)
Range 2 (H%)	6 13 (100)	3 9 (50)	3 23 (50)	5 9 (100)	2 5 (40)	3 17 (60)	7 13 (100)	3 8 (43)	4 25 (57)
Range 3 (H%)	8 17 (100)	5 15 (63)	3 23 (38)	11 20 (100)	6 16 (55)	5 28 (46)	4 8 (100)	4 11 (100)	0
Range 4 (H%)	8 17 (100)	6 18 (75)	2 15 (25)	10 18 (100)	6 16 (60)	4 22 (41)	7 13 (100)	3 8 (43)	4 25 (57)
Range 5 (H%)	20 43 (100)	18 53 (90)	2 15 (10)	21 38 (100)	18 49 (86)	3 17 (14)	27 52 (100)	24 67 (89)	3 19 (11)
BY TENURE STATUS									
Tenured (H%)	34 72% (100)	26 77 (77)	8 62 (24)	37 67 (100)	28 76 (76)	9 50 (24)	35 67 (100)	29 81 (83)	6 38 (17)
On Tenure Track (H%)	10 21 (100)	7 21 (70)	3 23 (30)	9 16 (100)	3 8 (33)	6 33 (67)	10 19 (100)	4 11 (40)	6 38 (60)
Not Eli[illegible]e (H%)	3 6 (100)	1 3 (33)	2 15 (67)	9 16 (100)	6 16 (67)	3 17 (33)	7 13 (100)	3 8 (43)	4 25 (57)
BY MEAN AGE	39.8	40.3	38.5	41.5	41.6	41.1	[illegible]1.3	42.5	38.7
BY HIGHEST DEGREE									
Doctorate (H%)	2 4% (100)	2 6 (100)	0	3 6 (100)	3 8 (100)	0	2 4 (100)	2 6 (100)	0
Masters (H%)	29 62 (100)	22 65 (76)	7 54 (24)	30 55 (100)	19 51 (63)	11 61 (37)	29 56 (100)	20 56 (69)	9 56 (31)
Bachelors (H%)	12 26 (100)	7 21 (58)	5 39 (42)	16 29 (100)	10 27 (63)	6 33 (38)	16 31 (100)	10 28 (63)	6 38 (38)
Less than Bachelors (H%)	4 9 (100)	3 9 (75)	1 8 (25)	6 11 (100)	5 14 (83)	1 6 (17)	5 10 (100)	4 11 (80)	1 6 (20)
BY INSTRUCTIONAL AREA									
General Education (H%)	25 53% (100)	18 53 (72)	7 54 (28)	25 46 (100)	17 46 (68)	8 44 (32)	25 48 (100)	19 53 (76)	6 38 (24)
Vocational Education (H%)	22 47 (100)	16 47 (73)	6 46 (27)	30 55 (100)	20 54 (67)	10 56 (33)	27 52 (100)	17 47 (63)	10 63 (37)

Sources: FSIS Reports, October 31, 1974, October 31, 1975 and October 29, 1976.

FIGURE 1f
FULL-TIME INSTRUCTORS: SELECTED DATA
MAUI COMMUNITY COLLEGE
FALL 1972-1976

Note: Percentages rounded.



Sources: Office of the Chancellor for Community Colleges, CC-IRP 86, Selected Characteristics of Full-Time Professional Staff and PSIS Computer Reports, October 29, 1976.

TABLE IIIg
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
WINDWARD COMMUNITY COLLEGE
FALL 1974-1976

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Characteristics	1974 TOTAL No.	1974 TOTAL V%	1974 Male No.	1974 Male V%	1974 Female No.	1974 Female V%	1975 TOTAL No.	1975 TOTAL V%	1975 Male No.	1975 Male V%	1975 Female No.	1975 Female V%	1976 TOTAL No.	1976 TOTAL V%	1976 Male No.	1976 Male V%	1976 Female No.	1976 Female V%
TOTAL	20	100%	9	100	11	100	24	100	14	100	10	100	27	100	15	100	12	100
(H%)	(100)		(45)		(55)		(100)		(58)		(42)		(100)		(56)		(44)	
BY AVERAGE SALARY	12,311		12,389		12,247		15,835		16,255		15,246		17,277		17,568		16,914	
BY SALARY RANGE																		
Range 2	2	10%	0		2	18	3	13	1	7	2	20	2	7	1	7	1	8
(H%)	(100)				(100)		(100)		(33)		(67)		(100)		(50)		(50)	
Range 3	2	10	1	11	1	9	3	13	1	7	2	20	3	11	1	7	2	17
(H%)	(100)		(50)		(50)		(100)		(33)		(67)		(100)		(33)		(67)	
Range 4	8	40	4	44	4	36	6	25	3	21	3	30	8	30	3	20	5	42
(H%)	(100)		(50)		(50)		(100)		(50)		(50)		(100)		(38)		(63)	
Range 5	8	40	4	44	4	36	12	50	9	64	3	30	14	52	10	67	4	33
(H%)	(100)		(50)		(50)		(100)		(75)		(25)		(100)		(71)		(29)	
BY TENURE STATUS																		
Tenured	3	15%	1	11	2	18	3	13	2	14	1	10	7	26	4	27	3	25
(H%)	(100)		(33)		(67)		(100)		(67)		(33)		(100)		(57)		(43)	
On Tenure Track	17	85	8	89	9	82	19	79	11	79	8	80	20	74	11	73	9	75
(H%)	(100)		(47)		(53)		(100)		(58)		(42)		(100)		(55)		(45)	
Not Eligible	0		0		0		2	8	1	7	1	10	0		0		0	
(H%)							(100)		(50)		(50)							
BY MEAN AGE	33.8		33.8		33.9		34.4		33.8		35.2		35.6		34.9		36.4	
BY HIGHEST DEGREE																		
Doctorate	1	5%	1	11	0		3	13	3	21			4	15	4	27	0	
(H%)	(100)		(100)				(100)		(100)				(100)		(100)			
Masters	19	95	8	89	11	100	20	83	10	71	10	100	22	82	10	67	12	100
(H%)	(100)		(42)		(58)		(100)		(50)		(50)		(100)		(45)		(55)	
Bachelors							1	4	1	7			1	4	1	7	0	
(H%)							(100)		(100)				(100)		(100)			
BY INSTRUCTIONAL AREA																		
General Education	18	90%	9	100	9	82	20	83	12	86	8	80	21	78	13	87	8	67
(H%)	(100)		(50)		(50)		(100)		(60)		(40)		(100)		(62)		(38)	
Vocational Education	2	10			2	18	4	17	2	14	2	20	6	22	2	13	4	33
(H%)	(100)				(100)		(100)		(50)		(50)		(100)		(33)		(67)	

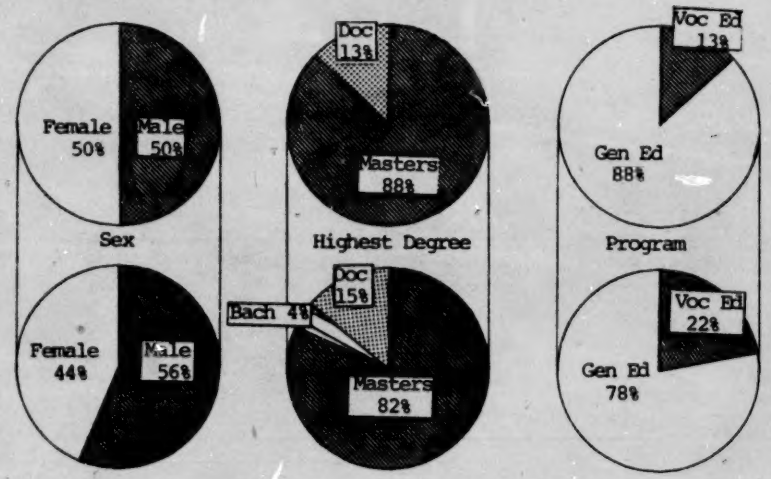
Sources: FSIS Reports, October 31, 1974, October 31, 1975 and October 29, 1976.

FULL-TIME INSTRUCTORS: SELECTED DATA
WINDWARD COMMUNITY COLLEGE
FALL 1972-1976

Note: Percentages rounded.

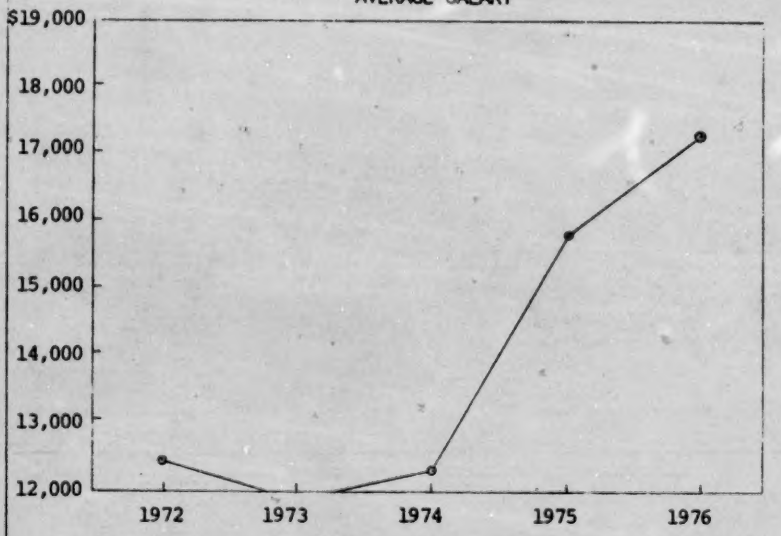
FALL 1972
8 Instructors

SEX, HIGHEST DEGREE, INSTRUCTIONAL AREA

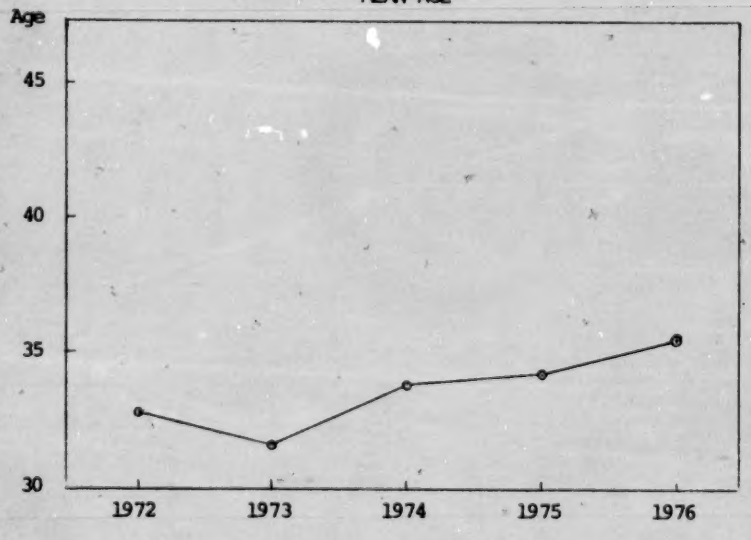


FALL 1976
27 Instructors

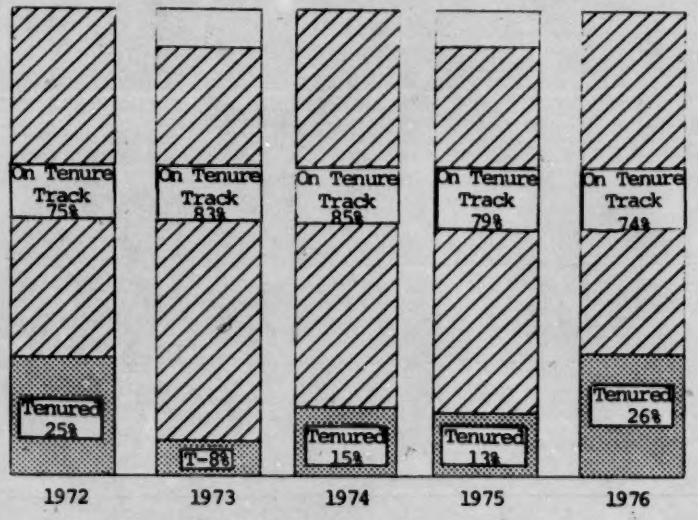
AVERAGE SALARY



MEAN AGE



TENURE STATUS



Sources: Office of the Chancellor for Community Colleges, CC-IRP 86, Selected Characteristics of Full-Time Professional Staff and FSIS Computer Reports, October 29, 1976.

APPENDIX A
PLACEMENT OF PROFESSIONAL STAFF, BY PROGRAM CATEGORIES
(EMPLOYING AGENCY GROUPINGS)
FALL 1976

I.	Institutional Support:	Provost's Office, Business Affairs, Operation and Maintenance
II.	Academic Support:	Dean of Instruction, Library, Education Media, Director of Public Service and Extension, Summer Session
III.	Student Services:	Dean of Students, Student Counseling, Student Activities, Student Health Services, Student Support, Admissions and Records
IV.	Public Service:	Apprentice, Community Service
V.	Instruction:	
	A. General Education:	Division Chairmen/Coordinators
	Humanities:	Art, Asian/Pacific Languages, Drama, English English as a Second Language, European Languages, Grammar, History, Humanities, Journalism, Music, Philosophy, Religion, Speech-Communication
	Natural Science:	Biological Science, Chemistry, Science Mathematics, Natural Science, Oceanography, Physical Science
	Social Science:	Anthropology, Economics, Ethnic Studies, Geography, Guidance, Hawaiiana, Orientation, Political Science, Psychology, Social Science, Sociology
	Other:	Inter-Disciplinary Studies, Physical Education, Special Studies
	B. Vocational Education:	Division Chairmen/Coordinators
	Business:	Accounting, Data Processing, General Business, Sales & Management, Secretarial and Related
	Food Service:	Food Service; Commercial Baking
	Health Service:	Dental Assistant, Health Foundations, Medical Assisting, Medical Records Technician, Nursing, Occupational Therapy, Radiologic Technician, Respiratory Therapy, Dietetic Technology, Medical Lab Technology

Public Services:	Fire Science, Human Services, Industrial Education, Legal Assistant, Library Technology, Police Science, Occupational Safety/Health, Recreational Instructor Program
Technology:	Agriculture, Aeronautics, Apparel Design & Construction, Auto Body Repair & Painting, Automotive Technology, Blueprint Reading, Carpentry, Commercial Art, Cosmetology, Diesel Mechanics, Drafting Technology, Electricity, Electronics, Engineering Technology, Food Nutritional Science, Graphic Art, Home Economics, Industrial Technology, Machine Shop, Maintenance Technology, Marine Technology, Refrigeration & Air Conditioning, Sheet Metal and Plastics, Welding, Aviation Technology

APPENDIX B
TOTAL AND AVERAGE SALARY
FULL-TIME BOR APPOINTEES, EXCLUDING INSTRUCTORS
BY PROGRAM CATEGORIES
COMMUNITY COLLEGES
FALL 1976

Campus	TOTAL HEADCOUNT*	AVERAGE SALARIES							
		Institutional Supp		Academic Support		Student Services		Public Services	
		Headcount	Average Salaries	Headcount	Average Salaries	Headcount	Average Salaries	Headcount	Average Salaries
TOTAL	167	24	$23,680	51	$20,097	69	$17,824	23	$17,345
Hawaii CC	9	2	28,202	3	20,608	3	13,396	1	**
Honolulu CC	43	3	25,425	11	19,733	13	16,641	16	17,657
Kapiolani CC	20	4	24,791	7	21,206	9	21,468		
Kauai CC	13	3	23,461	4	22,203	6	19,706		
Leeward CC	52	7	19,731	15	19,038	24	18,111	6	14,910
Maui CC	18	2	28,102	6	19,388	10	15,626		
Windward CC	12	3	23,924	5	21,379	4	17,739		

*Most of the employees included in the categories in this table are on 11-month contracts. (The average salaries reflect the average of a longer contract year.) Furthermore, the salaries of the deans of instruction and of student services are included in their respective categories, i.e., academic support and student services.

**This individual's salary is included in the calculation of the total average.

Sources: FSIS reports, October 31, 1976.

APPENDIX C
TOTAL AND AVERAGE SALARIES
FULL-TIME INSTRUCTORS, BY PROGRAM
FALL 1976

Campus	Total Headcount	Total Salaries	Average Salaries by Program		
			Average	General Education	Vocational Education
TOTAL	489	$9,012,516	18,431	17,859	19,024
Hawaii CC	59	1,121,748	19,013	18,578	19,112
Honolulu CC	108	1,906,908	17,657	16,554	18,759
Kapiolani CC	88	1,721,244	19,560	19,419	19,661
Kauai CC	37	665,040	17,974	17,479	18,395
Leeward CC	118	2,149,212	18,214	18,024	18,682
Maui CC	52	981,876	18,882	18,672	19,076
Windward CC	27	466,488	17,277	16,767	19,064

Source: FSIS Computer Report 2532, October 31, 1976.

APPENDIX D

TENURE STATUS BY YEAR OF POSSIBLE TENURE & BY INSTRUCTIONAL AREAS

FULL-TIME INSTRUCTORS

COMMUNITY COLLEGES

FALL 1976

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Program Category	TOTAL	Tenured	Year of Expected Tenure					Not Eligible
			Sub-total	1977	1978	1979	1980/1981	
TOTAL	489	306	133	31	24	11	67	50
(Horizontal %)	(100%)	(63%)	(87%)	(6%)	(5%)	(2%)	(14%)	(10%)
General Education	249	153	82	22	15	6	39	14
Vocational-Tech	240	153	51	9	9	5	28	36
HAWAII CC	59	34	17	3	1	4	9	8
(Horizontal %)	(100%)	(58%)	(29%)	(5%)	(2%)	(7%)	(15%)	(14%)
General Education	11	5	5	0	1	1	3	1
Vocational-Tech	48	29	12	3	0	3	6	7
HONOLULU CC	108	62	34	8	4	3	19	12
(Horizontal %)	(100%)	(57%)	(32%)	(7%)	(4%)	(3%)	(18%)	(11%)
General Education	54	25	24	6	2	3	13	5
Vocational-Tech	54	37	10	2	2	0	6	7
KAPIOLANI CC	88	59	18	4	3	2	9	11
(Horizontal %)	(100%)	(67%)	(21%)	(5%)	(3%)	(2%)	(10%)	(13%)
General Education	37	25	12	3	2	1	6	
Vocational-Tech	51	34	6	1	1	1	3	11
KAUAI CC	37	18	17	7	2	1	7	2
(Horizontal %)	(100%)	(49%)	(46%)	(19%)	(5%)	(3%)	(19%)	(5%)
General Education	17	8	9	4	1		4	
Vocational-Tech	20	10	8	3	1	1	3	2
LEEWARD CC	118	91	17	5	3		9	10
(Horizontal %)	(100%)	(77%)	(14%)	(4%)	(3%)		(8%)	(9%)
General Education	84	69	10	5	1		4	5
Vocational-Tech	34	22	7		2		5	5
MAUI CC	52	35	10		4		6	7
(Horizontal %)	(100%)	(67%)	(19%)		(8%)		(12%)	(14%)
General Education	25	17	5		2		3	3
Vocational-Tech	27	18	5		2		3	4
WINDWARD CC	27	7	20	4	7	1	8	
(Horizontal %)	(70%)	(26%)	(74%)	(15%)	(26%)	(4%)	(30%)	
General Education	21	4	17	4	6	1	6	
Vocational-Tech	6	3	3		1		2	

Source: FSIS Computer Report 2533B, October 31, 1976.

APPENDIX E
INSTRUCTORS ON LEAVE
BY TYPE OF LEAVE AND TENURE STATUS
COMMUNITY COLLEGES
FALL 1976

	TOTAL		TYPE OF LEAVE			
			Sabbatical		Leave without Pay	
	No.	No. Tenured	No.	No. Tenured	No.	No. Tenured
TOTAL	36	33	27	27	9	6
Hawaii CC	3	3	3	3		
Honolulu CC	3	2	1	1	2	1
Kapiolani CC	10	8	7	7	3	1
Kauai CC	1	1	1	1		
Leeward CC	14	14	11	11	3	3
Maui CC	4	4	3	3	1	1
Windward CC	1	1	1	1		

Sources: FSIS reports, October 31, 1976.

UNIVERSITY OF CALIF.
LOS ANGELES

FEB 25 1977

CLEARINGHOUSE FOR
JUNIOR COLLEGES